

Basic Information

3175 Hanover Street
Palo Alto, CA 94304
Organization Size: 1162
Office Size: 198
Hiring Attorney:

Recruiting Contact:
Ms. Elizabeth Love
Senior Legal Talent Manager
3175 Hanover Street
Palo Alto, California (CA) 94304
United States
Phone: 650-843-5000
elove@cooley.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 205,000

Summer Compensation

2021 compensation for Post-3Ls (\$/week)

2021 compensation for 2Ls (\$/week) 3,942

2021 compensation for 1Ls(\$/week) 3,942

Partnership & Advancement

Does the firm have two or more tiers of partner? No

If no, how many years is the partnership track? 9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	41	50	13	1	10
	Women	19	63	13	5	14
	Non-binary	0	0	0	0	0
	Total	60	113	26	6	24
Latinx	Men	1	2	0	0	1
	Women	1	4	0	0	1
	Non-binary	0	0	0	0	0
White	Men	35	30	11	1	4
	Women	14	34	10	3	5
	Non-binary	0	0	0	0	0
Black or African American	Men	1	0	1	0	2
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	4	11	1	0	2
	Women	3	20	2	2	7
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	6	0	0	0
	Women	1	4	0	0	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	1	0	0	1
	Women	1	1	0	1	0
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	0
	Women	0	0	1	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Maureen Alger
 Pro Bono Partner
 650-843-5201
 malger@cooley.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	4.4%
Average Hours per Attorney last year	81.57
Percent of associates participating last year	82%
Percent of partners participating last year	65%
Percent of other lawyers participating last year	73%

Professional Development

Evaluations	Annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
Entry-level	21	11	21	17	TBD
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	1	0	0	0	TBD
Lateral Associates	19	0	15	0	TBD
All Other Laterals (non-traditional track)	0	0	0	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	19	1	22	2	39
1Ls	2	0	2	0	3

Number of 2020 Summer 2Ls considered for associate offers 22

Number of offers made to summer 2L associates 22

General Hiring Criteria We look for high academic achievement, previous work experience, involvement in extracurricular activities, strong interpersonal skills, demonstrated initiative, and evidence of being one who works well in a diverse team environment.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Litigation	Business Litigation	5	1	11	5	0
Business, Corporate	Capital Markets	1	0	0	0	0
Business, Corporate	Compensation & Benefits	2	1	2	0	0
Business, Corporate	Debt Finance	2	2	4	0	0
Business, Corporate	Emerging Companies and Venture Capital	13	3	1	0	0

Labor and Employment	Employment/Labor	2	2	4	0	0
Business, Corporate	Fund Formation	3	3	5	0	0
Business, Corporate	General Corporate	9	0	46	10	1
Intellectual Property	Intellectual Property Litigation	8	3	13	3	1
Business, Corporate	Life Sciences Partnering	3	5	5	0	2
Business, Corporate	Mergers & Acquisitions	1	0	6	0	0
Intellectual Property	Patent Counseling & Prosecution	1	1	2	0	2
Business, Corporate	Public Companies	0	3	0	0	0
Litigation	Securities Litigation	4	0	4	0	0
Tax	Tax	1	1	2	0	0
Business, Corporate	Technology Transactions	3	1	6	3	0
Intellectual Property	Trademark & Copyright	1	0	2	0	0

Diversity & Inclusion

Diversity Contact: Ms. Amie Santos

Diversity Website/URL: <https://www.cooley.com/about/diversity>

Organization Narrative

Cooley's lawyers solve legal issues for entrepreneurs, investors, financial institutions and established companies with a significant emphasis on technology, life sciences and other high growth industries. Clients partner with Cooley on transformative deals, complex IP and regulatory matters and bet-the-company litigation, where innovation meets the law. Cooley goes to great lengths to maintain the culture of teamwork, collaboration, respect and excellence upon which it was established in 1920. Cooley strives to maintain an environment of diversity and inclusiveness and to create opportunities for professional growth. Cooley considers its commitment to the communities in which it operates to be one of its highest priorities and each year performs thousands of hours of pro bono legal services and other forms of community service.

Cooley has 1200+ lawyers across 17 offices in the United States, Asia and Europe.

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